Enlisted Career Force Controls (ECFC) (MARADMIN 556/02)

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Enlisted Career Force Controls

- ALMAR 256/93 Relationship between Promotion and PME
- ALMAR 339/96 Clarifies PME Requirements for Promotion
- ALMAR 39/96 Enlisted Grade Structure Review(1996)
- MARADMIN 448/02 Enlisted Grade Structure Review(Ongoing)

Enlisted Career Force Controls

- MCO P1400.32C Enlisted Promotion Manual
- MCO 1130.80A Prior Service Enlistment Program
- MCO P1400.32C Enlisted Promotion Manual
- MCO 1130.80A Prior Service Enlistment Program

Enlisted Career Force Controls

- ALMAR 032/01 Sergeants Major Slating Process
- MARADMIN 375/02 announcing multiples for FY02 SRB
- MARADMIN 262/02 Expansion of the SNCO Meritorious Promotion Policy.
- MARADMIN 313/01 Revision of “up or out” for Sergeants

Enlisted Career Force Controls

- **ALMAR 267/94 Change to the up or out policy as it pertains to SSgts**
- **ALMAR 163/96 Suspends the up or out policy**
- **Section 1174 of title 10 Separation pay upon involuntary discharge or release from active duty.**

Enlisted Career Force Controls

- SECNAVINST 1900.7G Concerning Separation pay
- MCO P1040.31H Enlisted Career Planning and Retention Manual
- MCO P1900.16F Marine Corps Separation and Retirement Manual

Enlisted Career Force Controls

During 1985, in an effort to curb our escalating career force growth, the Marine Corps implemented a comprehensive force management strategy called Enlisted Career Force Controls(ECFC)

Enlisted Career Force Controls

-Actively shape the inventory of Marines by grade and MOS to the requirements of the Marine Corps

-Control retention in order to standardize promotion tempo across all MOS’s to the following TIS promotion targets:

Enlisted Career Force Controls

Sgt	**4**	**Yrs**
SSgt	**8.5**	**Yrs**
GySgt	**13**	**Yrs**
1stSgt/MSgt	**17.5**	**Yrs**
SgtMaj/MGySgt	**22**	**Yrs**

Enlisted Career Force Controls

Never intended as a force draw-down program.

Help ensure that Commanders are provided the right Marines by grade and MOS.

Enlisted Career Force Controls

- Promotion Targets
- Meritorious SNCO Promotions

Enlisted Career Force Controls

- Promotion By MOS
- Variable first time In-Zone selection opportunity
- Enlisted grade shaping
- Restrictions on prior service accessions
- Control of meritorious promotions

Enlisted Career Force Controls

- First Term Alignment Plan (FTAP)
- Subsequent Term Alignment Plan(STAP)
- Voluntary early transfer to FMCR
- Service limits
- Other supporting programs

Enlisted Career Force Controls

Marines are selected to the grades of Cpl and above by MOS, based on the needs of the Marine Corps.

This ensures the skills of the individual Marines selected for promotion are consistent with the vacancies in the force

Enlisted Career Force Controls

Selection Opportunity	Minimum	Standard	Maximum
SSgt	70%	80%	90%
GySgt	65%	75%	85%
1stSgt/MSgt	60%	70%	80%
SgtMaj/ MGySgt	55%	65%	75%

Enlisted Career Force Controls

MOS's that are promoting slower than one year of the average TIS to promotion to that grade will receive the minimum opportunity.

If there are 100 allocations in a slow promoting MOS to SSgt, 143 Sgt's will be placed in zone.

Enlisted Career Force Controls

MOS's that are promoting within one year of the average TIS to promotion to that grade will receive the standard opportunity.

If there are 100 allocations to SSgt, 125 Sgt's will be placed in zone.

Enlisted Career Force Controls

MOS's that are promoting faster than one year of the average TIS to promotion to that grade will receive the maximum opportunity.

If there are 100 allocations in a fast promoting MOS to SSgt, 111 Sgt's will be placed in zone.

Enlisted Career Force Controls

Enlisted Grade Structure Review conducted to ensure each MOS had a pyramid-shaped structure requirement that:

-Supports Marines being promoted at the targets for each grade

-Defined a logical career path that is achievable through the Manpower process

Enlisted Career Force Controls

The Marine Corps continues to support the promotion of exceptional performers ahead of contemporaries. However, the desire for such promotions must be balanced with the need to promote Marines in MOS's with vacancies.

Enlisted Career Force Controls

The FTAP identifies the number of first term Marines by PMOS the Marine Corps must reenlist to meet the requirements of the career force. The number of boat spaces are based on career force structure requirements and projected inventory.

Enlisted Career Force Controls

Implemented for FY02 and is designed to provide much needed retention emphasis on our career force needs. Helps to reduce the FTAP. Emphasis will be on short MOS's.

Enlisted Career Force Controls

Ensure that Marines who have reached a certain year of service in their current grade without being selected for promotion are either separated or transferred to the FMCR.

Can be waived!

Enlisted Career Force Controls

Cpl	8 Years
Sgt	13 Years
SSgt	20 Years
GySgt	22 Years
1stSgt/MSgt	27 Years
SgtMaj/MGySgt	30 Years

Enlisted Career Force Controls

Cpls with 4 or more years of service who reenlist at the FTAP may be authorized a 4 year reenlistment if eligible for a Selective Reenlistment Bonus(SRB)

Enlisted Career Force Controls

Sgts may reenlist up to their service limit of 13 years provided they are recommended by their Commanding Officer and meet all reenlistment standards.

Sgts who have never been considered for promotion will not be extended beyond 13 years of service.

Enlisted Career Force Controls

Ref H announced that SSgts who have twice failed selection will be separated at their EAS. Ref I suspended this policy. SSgts who have twice failed selection to GySgt MAY be authorized reenlistment and/or extend to continue service up to 20 years, provided they continue to meet high standards of performance and personal conduct.

Enlisted Career Force Controls

SSgts and GySgts who have twice failed selection to GySgt or MSgt are required to transfer to the FMCR at their EAS upon reaching 20 years of service.

Enlisted Career Force Controls

For the purposes of service limits, Marines fail selection from the AZ and IZ only. Additionally GySgts who are considered for 1stSgt but not selected for 1stSgt are not regarded as having been passed for promotion.

Enlisted Career Force Controls

The Director, Personnel Management Division has been granted service limit waiver authority for requests less than one year beyond service limits.

The DC M&RA will retain service limit waiver authority, as granted by CMC for SgtMaj/MGySgt term limit waiver requests for one year or greater in duration.

Enlisted Career Force Controls

A board convening on an “as required” basis will consider all SgtMaj/MGySgt requests and provide recommendations to DC M&RA in a similar fashion to the SgtMaj slating process.

Enlisted Career Force Controls

Questions